

**REGULAR MEETING
LABOR EDUCATION & TRAINING
NOVEMBER 28, 2007 @ 3:45 P.M.
BOARD ROOM B
TRIBAL OFFICES**

1. Call to Order & Roll Call: Chairman Regina Washinawatok called the meeting to order at 3:45 p.m. Roll call was taken with quorum present. Members present: Regina Washinawatok, Anthony Waupochick, Robert Tucker, Wendell Waukau (Late), Virginia Nuske, Lisa Waukau, Michael Skenadore. Absent members: Dr. Verna Fowler (Excused), Rose Wayka, Carol Dodge (Excused) and Gary Besaw (Excused).

2. Moment of Silence: A moment of silence was observed.

3. Approval of Minutes Date October 29, 2007

Motion made by Anthony Waupochick to approve the minutes of October 29, 2007 with the noted corrections. Second was made by Virginia Nuske. All those in favor the motion signify by saying aye. Motion carried 4 for, 1 abstention (Skenadore)

4. Educational recognition for Students and Educators/Devin Erdman, MNN

Motion made by Anthony Waupochick to table agenda item # 4. Second was made by Lisa Waukau. All those in favor the motion signify by saying aye. Motion carried 5 for, 0 abstentions 0 opposed and 4 absent (Wayka, Besaw, Dodge and Fowler).

5. Education Summit.

Chairman Washinawatok suggests that the Education Summit be numbered; Committee will be working on Education Summit 3.

Virginia would like to see information on the cost for the Education Summit last year.

Picking core areas from the Strategic Plan can be used as a guide and develop a theme.

Anthony Waupochick would like to develop a time line, and set some goals.

Michael Skenadore will share his organization form with the Committee that is used at the Head Start when there are events.

Virginia suggested that the Committee get the Collaborate Council and Youth Service Providers involved. They are addressing issues that affect students or young people on the reservation. They may have some ideas or input that the Committee can use during the planning stages.

Amy Hernandez will get any information available from the College regarding the Summit held in 2006.

Motion made by Virginia Nuske to recommend to the Legislature to approve the concept of the Education Summit for 2009. Second was made by Michael Skenadore. All those in favor of the motion signify by saying aye. Motion carried: 5 for, 0 opposed, 0 abstentions and 4 absent (Besaw, Wayka, Dodge and Fowler)

Wendell Waukau shared his action plan to improve students' attendance for the MISD. He was informed that the school's Impact Aid money can be used for incentive for student's attendance. Mr. Waukau shared his idea on incentive attendance at the school district. \$100.00 grocery gift card, \$50.00 gas card and 1 large prize of \$250.00 for the families' choice.

MISD is concerned of the 86 students who are attending Shawano Schools; Mr. Waukau would like to see the student return to MISD. Mr. Waukau and staff went to School Board with the concern. The School Board approved a bus route to Shawano for those students who would like to attend MISD.

6. JTP Draft Policies and Procedures: Review and approval.

Motion made by Michael Skenadore to remove JTP Draft Policies and Procedures until such time as JTP and CRC are ready to present them to the Committee. Second was made by Wendell Waukau. All those in favor of the motion signify by saying aye. Motion carried: 5 for, 0 opposed, 0 abstentions and 4 absent (Besaw, Wayka, Dodge and Fowler)

7. Review monthly reports:

Anthony Waupochick questioned as to what the JOM program is doing in terms of the students.

JOM is very limited to funding and doing limited service to students. Pat Tourtillott spoke with Wendell Waukau and informed him that the program will still be holding the Senior Recognition.

Michael Skenadore- Head Start-

Mr. Skenadore is working on a lay-off plan and this is his primary focus right now. They are projecting a \$300, 000 short falls in salary and fringe. Mr. Skenadore is working with Administration on developing a lay-off plan to submit to the Management Team. There will be 15 employees who will have their hours affected, not all employees will be completely laid off. Some full-time employees will be moved to part-time. The on call staff will have their hours reduced, and the Head Start is not buying back any leave time. A memo has been sent to the staff regarding this matter. If Mr. Skenadore does not act on this now the program would run out of both Federal and Tribal dollars some time in April which will be about 3 weeks before the program ends. The staff that has direct services with children and family will have priority.

There are people who think that the bus route to Shawano should be stopped. Mr. Skenadore informed the Committee, if the bus route is stopped they will lose students, the program will lose slots, then the State and Federal dollars will be lost. If the program loses slots they will lose them and never get them back and funding for those slots will go to a different program.

There are some obstacles for the Head Start, Mr. Skenadore insures the Committee that he is fighting really hard to not impact the service that effect children and families.

Mr. Skenadore will follow up with the Committee on this issue.

The program was just visited by the State, before Mr. Skenadore was employed at the Head Start 36 citations were issued in one building and 27 citations were issued in the other. He informed the Committee that when the program was audit this past year there were 4 citations given to Keshena Head Start and the Middle Village were given 3 citations. The citations had nothing to do with the students. We were cited for the menu or something to do with the kitchens.

Anthony Waupochick questioned if the Menominee Tribal Legislature is aware of the problem and if anything they can be done to help the Head Start Program.

Wendell Waukau suggested that the Menominee Tribal Legislature be invited to the Head Start Centers to observe the teaching and learning in the classrooms.

The Committee agreed that the Menominee Tribal Legislature should visit the Educational Agencies so they know how important education is.

Motion made by Wendell Waukau to invite the Menominee Tribal Legislature to visit and observe the teaching and learning at the Menominee Tribal Day Care, Menominee Tribal Head Start, Menominee Tribal School, Menominee Indian School District, and College of Menominee Nation to gain a better understanding of the needs of the children. Second was made by Virginia Nuske. All those in favor of the motion signify by saying aye. Motion carried: 5 for, 0 opposed, 0 abstentions and 4 absent (Besaw, Wayka, Dodge and Fowler).

8. Other business

9. Adjournment

Motion made by made by Michael Skenadore/Wendell Waukau to adjourn the meeting.

Meeting adjourned at 5:19 P.M.

Respectfully Submitted By
Amy Hernandez, Recorder/Transcriber